



**GOVERNMENT OF ANDHRA PRADESH
ABSTRACT**

Cooperation Department - Fixing of Pay Scales to the Employees working in PACS other than de-cadred Paid Secretaries to enable Primary Agriculture Cooperative Societies to implement NABARD guidelines on expenditure and manpower norms and also to resolve issues pertaining to the Cadre VI employees of DCCBs - Orders - Issued.

AGRICULTURE & COOPERATION (COOP-VI) DEPARTMENT

**G.O.Ms.No.151,
2009.**

Dated: 22-06-

Read the

following:-

1. Representation from the President, A.P. State Agricultural Cooperative Societies Employees Union (Affiliated CITU) to Hyderabad, Dated: 03-06-2007.
2. G.O.Ms.No. 106 Agriculture & Cooperation (Coop.VI) Department, dated 18.04.2008
3. From the President, Agricultural Cooperative Societies Employees Union (Affiliated CITU) Hyderabad, representation dt.04-08-2008 received through the Spl. Secy. to C.M. Note No.10160/CMP/2008, Dated: 12-08-2008.
4. From the President, Cooperative Societies Employees Association, (AITUC) Hyderabad, dt. Nil, representation from the Spl. Secy. to C.M. Note No.13296/CMP/2008, Dated: 03-10-2008.
5. From the President, A.P.State Cooperative Secretaries Employees Union Hyderabad, (Affiliated to INTUC), dt.11-11-2008, representation received from the Spl.Secy. to C.M. NoteNo.15833 /CMP/2008, Dated: 16-11-2008.
6. G.O.Ms.No. 1533 Agriculture & Cooperation (Coop.VI) Department, dated 05.12.2008.
7. Representation from the President, A.P.State Cooperative Secretaries and Employees Union Hyderabad, Dated: 19-01-2009.
8. From the CC & RCS, A.P. Hyd. Letter Rc.No. 4819/2007/PC-1, Dated 05.02.2009.
9. G.O.Ms.No.67, Agriculture & Cooperation (Coop.-VI) Department, Dated: 20-02-2009.
10. From the CC & RCS, A.P. Hyd. Letter Rc.No. 4819/2007/PC-1, Dated: 26.02.2009.

ORDER:

1. In the references 1st and 3rd to 4th read above, some representations were received from the service associations of de-caderised Paid Secretaries, other Board Secretaries and staff appointed by the respective Primary Agriculture Cooperative Societies as well as the employees of District Cooperative Central Banks in which certain issues relating to pay and allowances and other service matters were raised. Accordingly, in the reference 6th read above Government have constituted a three member committee consisting of Registrar of Cooperative Societies, Managing Director, Andhra Pradesh State Cooperative Bank and Chief General Manager, NABARD, Regional Office, Hyderabad to look into the Service matters of employees of Cooperative Credit Structure and make suggestions to the Government.

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2. The A.P.C.S. Act 1964 was amended vide Act 16 of 2007 to give effect to the Memorandum of Understanding (MoU) signed by Government of Andhra Pradesh with Government of India and NABARD with a view to implement the revival package for Cooperative Credit Structure offered by Government of India based on the recommendations of Prof. A.Vaidyanathan. According to the newly inserted Section 115-D(2) "The Cooperative Credit Society shall have autonomy in all Financial and Internal Administrative Matters, subject to the guidelines of Reserve Bank of India / National Bank of Agriculture and Rural Development in specified areas including personnel policy, staffing, recruitment, posting and compensation to staff.

3. In the reference 8th read above the Registrar of Cooperative Societies has forwarded certain Interim Recommendations of the three member committee.

4. In the reference 9th read above, Government have permitted the Committee the District Cooperative Central Banks to take back the services of de-cadrised Paid Secretaries to enable the PACS to comply with the expenditure ceilings fixed by the NABARD under Section 115-D(2) of A.P.C.S. Act.1964.

5. In the reference 10th read above the Registrar of Cooperative Societies has furnished the Recommendations of the three member committee.

6. Government after careful examination, hereby accept the recommendations of the three Men Committee, with necessary modifications thereon as annexed to this order.

7. The Commissioner for Cooperation and Registrar of Cooperative Societies, Andhra Pradesh, Hyderabad will take further necessary action in the matter.

(BY ORDER AND IN THE NATME OF THE GOVERNOR OF ANDHRA PRDESH)

**K.RATNA KISHORE,
PRINCIPAL SECRETARY TO**

GOVERNMENT

To
The Commissioner for Cooperation and Registrar of Cooperative Societies,

Andhra Pradesh, Hyderabad.
The Managing Director, Andhra Pradesh State Cooperative Bank,
Hyderabad.
The General Managers of District Cooperative Central Banks in the
State
The District Cooperative Officers in the State
Copy to:
The Chief General Manager, NABARD, Regional Office, Hyderabad.
The Accountant General, Andhra Pradesh, Hyderabad.
The Finance (Exp.A& C) Deptt.
The PS to Special Secretary to CM.
The PS to Minister for Co-operation.
The PS to Principal Secretary (Cooperation & Agricultural Marketing)
Cooperation V Section.

// FORWARDED BY ORDER //

SECTION OFFICER

Annexure

G.O.Ms.NO.151, Agri.&C(Coop.VI) Departt., Dated:22-06-2009.

RECOMMENDATIONS:

(1). **STAFF STRUCTURE:** It is proposed that each PACS may have not more than one CEO, one Staff Assistant and one Sub-staff. However, where the PACS is not able to afford all the above three, they may reduce one or two of the above posts as the case may be, to confirm to the guidelines of the NABARD.

(2). DLIC may be asked to identify the surplus staff and allot to needy societies on the request of the management of the needy societies. After such redeployment, the DLIC may make suitable recommendations about the remaining surplus staff, if any. Suitable arrangement/steps may be taken by the MC of PACS in case of surplus staff, if any.

(3). **SCALE OF PAY:** The following scales of pay are recommended for the Chief Executives, Staff Assistants and Sub-Staff:

CEO : 1640-75/2-1790-100/2-1990-120/2-2230-140/6-3070-160/6-4030-180/3-4570.

Staff Asst. : 1585-60/2-1705-75/2-1885-100/4-2255-120/6-2975-140/4-3535-160/3-4015.

Sub-staff : 1540-50/6-1840-60/5-2140-75/4-2440-100/3
- 2740 - 120/2-2980-140/1-3120.

(4). **D.A. :** Uniform D.A. of 100% may be allowed on the above scales. For future increases of D.A., the pattern adopted by DCCBs may be followed both for quantum and periodicity.

(5). **H.R.A.:** 10% of the basic may be allowed as HRA with a minimum of Rs.300/- and a maximum of Rs.500/-.

(6). **STAGNATION INCREMENTS:** Three stagtion increments may be allowed equivalent to the last increment in the time scale after reaching the maximum scale at the rate of one increment per three years.

(7). **FITMENT :** The scales may be fixed from 1.4.2009 giving one weightage increment for every eighteen months of completed regular service. Regular annual increments may be sanctioned from 1.4.2010.

(8). **FIXATION :** The fixation would be notional but the financial benefit will be from 1.4.2009.

(9). The management of PACS may not be allowed to change the scales. However, in case they are in a position to pay additional incentives etc., they may do so without disturbing the scales of pay. Wherever payment of Additional incentives and suitable financial compensation are warranted it may be necessary to adhere to the rules as laid down in the Act/rules and guidelines of NABARD/RBI.

(10). **MAINTENANCE OF SERVICE REGISTERS:** The management should prepare the service registers of the staff appointed as CEO, Staff Assistant and Sub-staff and get them approved by the concerned DLCOs before the end of March, 2009.

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(11). The scales now recommended can be paid by the PACS only after the service registers are duly opened, prepared and certified by the DLCOs.

(12). The Pay Scales indicated above shall not be revised without prior permission of the Government.

(13). One special increment has to be sanctioned to the Chief Executives and Staff Assistants who acquire graduation and also another increment for obtaining computer diploma from a recognized institute which is recognized by the Technical Education Department, Government of Andhra Pradesh of not less than 3 months duration at their own cost.

RECOMMENDATIONS REGARDING DCCB STAFF:

(14). The Committee suggests that the Category-VI employees who have officiated for more than three years as Staff Assistants, Cashiers etc. have to be designated as Staff Assistant/Cashier (D). The committee recommends that the DCCBs has to consider suitable financial compensation. Wherever payment of Additional incentives and suitable financial compensation are warranted it may be necessary to adhere to

the rules as laid down in the Act/rules and guidelines of NABARD/RBI.

**K.RATNA KISHORE,
PRINCIPAL SECRETARY TO**

GOVERNMENT

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